ACALANES UNION HIGH SCHOOL DISTRICT
1212 Pleasant Hill Road, Lafayette, CA 94549

BOARD AGENDA BACKUP

Board Meeting Date: May 17, 2006

Item: **Strategic Plan**

Report ☐ **Discussion** ☐ **Action** ☒

Overview:

The Governing Board established the development of a strategic plan as a major priority for the 2005-2006 school year.

To accomplish this priority, nineteen people were selected to be on the Core Team to develop the Strategic Plan. The team consisted of nine parents/community members, one student, one classified employee, two teachers, four administrators, and two board members.

To facilitate the planning process, the district hired Ruth Miller and Kathie Sinor consultants from Balridge Education Specialists and Trainers (BEST). The Core Team met 11 times for four-hour planning sessions to develop the mission, core beliefs, strategic priorities, strategic objectives, and strategic goals. To gather input for the planning process, the Core Team held two public town hall meetings and five staff town hall meetings. The Core Team also formed several sub-committees to prepare initial drafts for the Core Team's consideration. Additional input was gathered through surveys from students, graduates, staff, current high school parents, parents of graduates, current K-8 parents, and community members.

As agreed to by the Governing Board, the Core Team presented its draft documents to the Board for input and feedback at each step of the planning process. The input from the Board was then reviewed by the Core Team and incorporated into the plan. In March after developing the strategic priorities, strategic objectives, and strategic goals, the Core team held a joint meeting with the Governing Board and invited additional students, staff, parents and community members to participate in a review of the draft document and provide additional feedback. Over 50 people participated in this meeting. The final document that is being presented for approval reflects the back and forth process between the Core Team and the Governing Board.

The next step will be the development of action plans to fully implement each strategic goal. Recruitment for the action teams will begin before the end of the 2005-2006 school year, but the teams will not begin working until the fall of 2006-2007 school year.

The Core Team will communicate the Strategic Plan through various newsletters to students, staff, parents, and the community. The Strategic Plan will be presented to staff on August 21 at Institute Day and at the Staff Development Day on September 1. The goal is to finish the development of all action plans by December 2006.

Recommendation:	Staff recommends that the Governing Board approve the Strategic Plan with the Mission, Strategic Priorities, Strategic Objectives, and Strategic Goals.
Amount:	N/A
Funding Source(s):	N/A
Budgeted:	**Yes:** ☐ **No:** ☐
Prepared by:	Jim Negri
Reviewed by Signature:	Jim Negri, Superintendent
Superintendent's Signature:	Jim Negri, Superintendent

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Acalanes Union High School District

We educate every student to excel and contribute in a global society.

Strategic Priorities, Strategic Objectives, Strategic Goals and Measures

DEFINITIONS

STRATEGIC PRIORITIES (SP):

High level aims that set direction at a big picture level for all the opportunities for improvement identified in the data collection process.

STRATEGIC OBJECTIVES (SO):

High level means to arrive at the priorities. Starts to answer how we will address the priorities.

STRATEGIC GOALS (SG):

Specific results the district would like to achieve within the next five (5) years. They are the "what" we are going to accomplish not the "how" we will accomplish it.

STRATEGIC PRIORITY #1: PROGRAMS

EXCELLENT ACADEMIC, EXTRACURRICULAR AND SUPPORT PROGRAMS THAT PROVIDE A BALANCE FOR ALL STUDENTS.

STRATEGIC PRIORITY #1 / STRATEGIC OBJECTIVE #1

Offer all students a rigorous, relevant, standard-based curriculum that has a breadth and depth of learning experiences.

Strategic Priority #1 / Strategic Objective #1 / Strategic Goal #1

Offer all students a rigorous and relevant curriculum that ensures that they have the knowledge and skills required for college and workplace success.

Strategic Priority #1 /Strategic Objective #1 / Strategic Goal #2

Implement a comprehensive assessment system that provides students, staff, and parents with timely and useful information regarding the achievement of each student, school, and the district.

Strategic Priority #1 /Strategic Objective #1 / Strategic Goal #3

Optimize the use of facilities and instructional time to maximize student learning and student participation.

STRATEGIC PRIORITY #1 / STRATEGIC OBJECTIVE #2

Offer a variety of activities beyond the classroom that engage the mind and body.

Strategic Priority #1 / Strategic Objective #2 / Strategic Goal #1

Implement meaningful service programs and activities that involve all students in the local, national, or global community.

Strategic Priority #1 / Strategic Objective # 2 / Strategic Goal #2

Implement extracurricular programs that promote personal growth and enjoyment.

STRATEGIC PRIORITY #1 / STRATEGIC OBJECTIVE #3

Support a campus culture that fosters the development of personal and interpersonal skills, integrity, ethical behavior, and social responsibility.

Strategic Priority #1 / Strategic Objective #3 / Strategic Goal #1

Demonstrate personal and interpersonal skills necessary for success in a global society.

Strategic Priority #1 / Strategic Objective #3 / Strategic Goal #2

Demonstrate ethical behavior through personal integrity and social responsibility.

STRATEGIC PRIORITY #1 / STRATEGIC OBJECTIVE #4

Provide comprehensive support services that address student academic, emotional, and physical needs.

Strategic Priority #1 / Strategic Objective #4 /Strategic Goal #1

Ensure that every student has meaningful contact with a counselor and other caring adult regarding academic, school/career and/or personal/social needs.

Strategic Priority #1 / Strategic Objective #4 /Strategic Goal #2

Ensure that support services address students' health needs and that there is parity of health services across all campuses.

Strategic Priority #1 / Strategic Objective #4 /Strategic Goal #3

Encourage all students who would benefit from academic support to participate in comprehensive programs offered by the school/district.

STRATEGIC PRIORITY #2: STAFF

ATTRACT, RETAIN AND SUPPORT A QUALITY STAFF TO ENSURE STUDENT LEARNING.

STRATEGIC PRIORITY #2 / STRATEGIC OBJECTIVE #1

Create a positive work environment that offers competitive compensation, appropriate feedback and recognition, and opportunities for collegial support and professional development.

Strategic Priority #2 / Strategic Objective #1 /Strategic Goal #1

Develop a work environment that supports and enhances employee performance.

Strategic Priority #2 / Strategic Objective #1 /Strategic Goal #2

Implement salary and benefit packages that attract, retain and fairly compensate all employees.

Strategic Priority #2 / Strategic Objective #1 / Strategic Goal #3

Recognize employee performance and provide appropriate feedback to support growth.

Strategic Priority #2 / Strategic Objective #1 / Strategic Goal #4

Provide rigorous and relevant professional development programs and activities to enrich and enhance staff knowledge and skills while building collegiality.

STRATEGIC PRIORITY #3: RESOURCES

PROVIDE STRONG FINANCIAL AND PHYSICAL ASSETS AND COMMUNITY PARTNERSHIPS.

STRATEGIC PRIORITY #3 / STRATEGIC OBJECTIVE # 1

Develop and maintain resources and nurture community partnerships to support programs, students and staff.

Strategic Priority #3 / Strategic Objective #1 /Strategic Goal #1

Establish a priority driven budgeting process that implements strategic planning goals.

Strategic Priority #3 / Strategic Objective #1 /Strategic Goal #2

Align community, financial and human resources with student needs.

Strategic Priority #3 / Strategic Objective #1 /Strategic Goal #3

Meet modern facility and technology needs for students and staff.

STRATEGIC PRIORITY #4: COMMUNICATION

FOSTER DIALOGUE AND CONNECTIVITY AMONG ALL STAKEHOLDERS.

STRATEGIC PRIORITY #4 / STRATEGIC OBJECTIVE #1

Develop and support the timely exchange of ideas and information utilizing the best means possible.

Strategic Priority #4/ Strategic Objective #1 / Strategic Goal #1

Identify and analyze best practices for communication among all stakeholders.

Strategic Priority #4/ Strategic Objective #1 /Strategic Goal #2

Incorporate and align communication strategies in all strategic action plans.

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1212 Pleasant Hill Road, Lafayette, CA 94549

Core Team Members

Mitch	Allen	Parent / Community Member
Jan	Carlson	Administrator
Rand	Chritton	Parent / Community Member
Gail	Clarke	Classified Employee
Kathy	Coppersmith	Board Member
Vanessa	Crews	Board Member
Elena	Dillard	Student
Roger	Falcone	Parent / Community Member
Michael	Gilson	Parent / Community Member
Elizabeth	Gough	Teacher
Anne	Granlund	Parent / Community Member
Ellen	Griffith	Parent / Community Member
Ann	Mather	Parent / Community Member
Jim	Negri	Administrator
Jennifer	Nickl	Teacher
Gwen	Reinke	Parent / Community Member
Toni	Steil-Bozym	Parent / Community Member
John	Stockton	Administrator
Mark	Uhrenholt	Administrator